

SAE/ARMY



ACQUISITION AND  
TECHNOLOGY

THE UNDER SECRETARY OF DEFENSE

3010 DEFENSE PENTAGON  
WASHINGTON, DC 20301-3010

10 JUL 2001

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS

SUBJECT: Acquisition, Technology, and Logistics Workforce Initiatives

As you know, one of my five goals is to focus on the quality of the acquisition, technology, and logistics workforce and, as we have discussed, this goal is particularly challenging since 50 percent of the workforce is eligible to retire by 2005. The good news is that DoD has begun to confront the challenge posed by this situation.

My predecessor commissioned a DoD Task Force to review the pending crisis and propose some solutions to mitigate the impacts. Working with the office of the Under Secretary of Defense (Personnel and Readiness), the Task Force prepared a report entitled *Shaping the Civilian Acquisition Workforce of the Future* jointly signed by the then USD(AT&L) and USD(P&R). That report provides a roadmap of initiatives to effectively manage the crisis, and to take advantage of the tremendous opportunities we have for fundamentally reshaping our acquisition, technology, and logistics workforce. If you have not already done so, I urge you to read the report and consider all of the Task Force's initiatives.

Of critical importance is the initiative to develop and implement a comprehensive, needs-based civilian human resources performance plan. This initiative is the cornerstone on which all the other initiatives are built. It is underway, but I need your help to validate where we need to go. I also need your personal commitment and involvement in the oversight, funding, and implementation of the remaining initiatives so that they have the correct priority. We have all agreed that this is a critical issue for the Department and the payoff will support our national defense priorities.

If you would like to be briefed or to obtain other information, please contact Mrs. Donna Richbourg, Acting, Deputy Under Secretary of Defense (Acquisition Reform) at (703) 695-6413 or Mr. Keith Charles, Director, Acquisition, Technology and Logistics Civilian Career Management/DoD Task Force 2005 at (703) 845-2236.

E. C. Aldridge, Jr.

cc:  
Service Acquisition Executives



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